

## Ground Rules

1. Test assumptions and inferences.
2. Share all relevant information.
3. Use specific examples and agree on what important words mean.
4. Explain your reasoning and intent.
5. Focus on interests, not positions.
6. Combine advocacy and inquiry. (Expressing your point of view, and inviting others to inquire into your comments)
7. Jointly design next steps and ways to test disagreements.
8. Discuss undiscussable issues. (Topics that cannot be discussed openly in the group without some negative consequences)
9. Use a decision-making rule that generates the level of commitment needed.

